



DEPARTMENT OF EARLY EDUCATION AND CARE

Professional Qualification Certification Application

**Contact EEC AT
(617)988-6600 Ask for
the Professional
Qualification Unit.**

Early Education and Care
Application Revised: April 16, 2014



PROFESSIONAL QUALIFICATION CERTIFICATION APPLICATION PACKET

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Note: If you would like to review your Professional Qualification Certification application in person, please make an appointment with one of the Professional Qualifications staff.

FOR QUESTIONS.....SEE CONTACT INFORMATION ON FRONT COVER



INTRODUCTION

Thank you for your interest in applying for an EEC professional qualifications certification. This application packet includes information to help you complete your application correctly. Please carefully review the information contained in this packet before you apply.

What is EEC PROFESSIONAL QUALIFICATION CERTIFICATION?

To work in a large group child care program as a Teacher, Lead Teacher or Director, you must be qualified. There are six positions you can qualify for:

Infant-Toddler Teacher; Preschool Teacher; Infant Toddler Lead Teacher;
Preschool Lead Teacher; Director I; Director II

Please see EEC regulation 606 CMR 7.09(18) Additional Requirements for large Group and School Age Child Care Programs Serving Children Younger Than School Age. For additional information, please visit <http://www.mass.gov/edu/docs/eec/regs-policies/20100122-606-cmr-u.pdf>

Who Can Apply?

You must be working or plan to work in an early education and care program in Massachusetts. Applications will only be processed for someone who is already working or seeking a job in an early education and care program in Massachusetts.

How to Apply for Professional Qualification Certification

You must complete the EEC professional qualification certification application and submit it with **supporting documentation** to the EEC Professional Qualification Certification Unit to have it reviewed and verified. Once your application and accompanying documentation is reviewed and verified, you will receive a certificate in the mail for the position(s) you qualify for unless your information is incomplete or does not meet any of the EEC qualification criteria. If you are missing documentation or do not meet any of the EEC qualification criteria, you will receive a notice in the mail that explains what you need in order to become certified.

Note: applications that include transcripts of coursework outside of the United States may take a little longer.

Applying Online for Professional Qualification Certification

You may apply online or you may download a copy of the application and submit it by mail. You will be asked to set up a single sign in user account (if you do not have one) and can then choose "professional certification" to access the application. **You must still submit your work verification and transcripts by mail.** Your application cannot be reviewed until your supporting documentation is received. Apply online at <https://www.eec.state.ma.us/tq>

Please Note: EEC certification can only be obtained through the process defined in this application packet. Creating an application online does not guarantee your certification. Also, creating a PQ Registry profile (which is required by regulation) **DOES NOT** certify you.(see pg. 16 for PQ Registry information).

EEC certification can only be obtained through the process defined in this application packet. Creating your individual profile on the PQ Registry **DOES NOT** certify you. (See pg.16 for PQ Registry information)



Application for Professional Qualification Certification

Please complete this entire application and attach all supporting documentation. Incomplete applications or those missing necessary documentation will be returned to you for resubmission with requested materials.

CHECK ONE

☐ This is my first application to EEC

☐ Upgrade application for Certificate # _____ for _____

Name: _____
First Name Middle Name Last Name

Maiden Name (if applicable): _____ Date of Birth: ____/____/____
(DOB required)

Last four digits of your Social Security #: XXX-XX-____ Email: _____

Home Address: _____
Street Apt. #

City/Town State Zip Code

Home Phone: (____)_____ Work Phone (____)_____ Cell Phone (____)_____

Mailing Address (if different from home address) _____

City/Town State Zip Code

PLEASE CHECK ALL THAT APPLY:

Applications will only be processed for applicants who are working in or are seeking employment in an early education and care program in Massachusetts.

☐ I am moving to MA and I plan to work in early education and care in MA

☐ I live in MA and I am looking for a job in MA

☐ I currently work in early education and care in MA

☐ I live in MA and I am currently not working

☐ I have completed my Professional Qualifications Registration

☐ I have a job application pending at one of the following types of programs in MA

☐ Family Child Care ☐ Infant and Toddler Program ☐ Preschool Program ☐ School Age Program



PLEASE ATTACH THE FOLLOWING FORMS (IF APPLICABLE)

- ☐ Enclose an *official* college transcript. *Copies cannot be accepted.*
- ☐ If the *official* college transcript is from a foreign country, it must be submitted with an evaluation from an agency that provides foreign credential evaluation services and, if applicable, translates it into English.

Examples of Agencies that provide these services:

Educational Credential Evaluators,
Inc.
P.O. Box 514070
Milwaukee WI 53202-3470
(414)289-3400
www.ece.org

Evaluation Service, Inc.
333 W. North Avenue, #284
Chicago, IL 60610
(847) 477-8569
www.evaluationservice.net

Center for Educational
Documentation
P.O. Box 170116
Boston, MA 02117
(617) 338-7171
www.cedevaluations.com

NOTE: EEC does not recommend or endorse any of these services but is providing contact information for them as a convenience for applicants. Applicants should also be aware that there are costs associated with evaluation and translation services.

- ☐ Enclose a copy of your degree if it is not on your transcript.
- ☐ Enclose Work Verification Form(s) verifying your work experience(s) by a supervising Lead Teacher or Director. ***You cannot verify your own experience or alter the signed forms.***
- ☐ Enclose Application Form (signed and dated)
- ☐ Attach High School Diploma or G.E.D. if you are applying for teacher OR are under 21 years of age;
- ☐ Attach copies of course certificates and assure that they clearly indicate that the training is approved for CEUs. *(PDPs or workshop attendance verification are not substitutes for CEUs and cannot be accepted).*
- ☐ Keep a copy of your complete application packet for your records.

NOTE: Only submit necessary documentation. Please do NOT send resumes, CORI forms, First Aid, CPR, or medical information.

I attest, to the best of my knowledge, that all information contained herein is true and accurate.

Applicant Signature: _____ **Date** _____

Return Application to EEC: **Department of Early Education and Care**
 Professional Qualifications Unit
 51 Sleeper St. 4th Floor
 Boston, MA 02210

For Office use only:

Date Received:	Certified for: T(IT) T(PS) LT (IT) LT (PS) DI DII	
Reviewed by:	Date Certificate Issued:	Certificate #:
Reviewed Date:	Incomplete Letter Sent:	



EEC VERIFICATION OF PRACTICUM/WORK EXPERIENCE

To Be Completed by Employer in Center Based Child Care (*Small or Large Group*)

To be certified by EEC applicants must have verification of experience caring for children under age 7 (not yet enrolled in first grade) or children with special needs under age 16.

Center Name (*where experience was gained*)

Center Address

Applicant Name

Applicant Address

Please copy this form to complete a separate sheet for each position held and each age group.

Position: _____ Circle one age group: Infant/Toddler Preschool Mixed Toddler/Preschool
Is this work experience _____ or practicum _____

From: Mo/Day/Year to: Mo/Day/Year Circle one type of year: Full year School
year _____/_____/_____/_____/_____/_____

Was work experience more than 12 hrs per week? Circle One: Yes or No If no how many
hrs/week_____

Did this position include experience with special needs children? Circle One: Yes or No. If yes list Ages_____

I attest that the above information is, to the best of my knowledge, true and accurate.

Signature _____ Printed Name _____

Date _____ Title _____ EEC Certificate #: _____
(*administrator, supervising lead teacher, or college instructor*)

Telephone _____

PLEASE RETURN COMPLETED AND SIGNED WORK EXPERIENCE FORM TO APPLICANT

VERIFICATION OF PARACTICUM/WORK EXPERIENCE IN FAMILY CHILD CARE

To Be Completed and Signed by Lead Teacher Qualified Supervisor for Family Child Care Provider or Family Child Care Assistant

An applicant with family child care experience must verify that and EEC qualified director or lead teacher supervised the experience. Supervised experience must occur every other month for the number of months of experience required for a level of qualification. Each supervision must include an observation of the applicant caring for children and a conference with the applicant.

Applicant Name (family child care provider or assistant)	FCC License	FCC Program #
--	-------------	---------------

Address of Applicant

Dates of supervised experience: From: Mo/Day/Year to Mo/Day/Year
 ____/____/____ ____/____/____

Was experience more than 12 hours per week? Circle One: Yes or No If no how many hours per week?_____

Please Complete This Supervised Experience Log:

[illegible]

I attest that the above information is, to the best of my knowledge, true and accurate.

Signature _____ Printed Name _____

Date _____ Telephone _____ EEC Certificate #: _____

PLEASE RETURN COMPLETED AND SIGNED WORK EXPERIENCE FORM TO APPLICANT



APPENDIX: Useful Definitions

Certificate Program:

The Child Development Associate (CDA), Montessori Certificate, One Year Community College Certificate Program or alternative early childhood teacher preparation program which combines post-secondary education equal to 112 credits and practicum or supervised experience working with an advisor.

Continuing Education Unit:

A unit of recognition for successful completion of a post-secondary early childhood learning program designed for staff at early education and care programs. One CEU is granted for 10 contact hours. EEC will accept CEUs issued by the following organizations:

1. Organizations/institutions that are accredited colleges or universities: <http://www.ope.ed.gov/accreditation/>
2. Training institutes with the International Association for Continued Education and Training (IACET) accreditation <http://www.iacet.org/>
3. Massachusetts Association for the Education of Young Children (MassAEYC): <http://www.massaeyc.com/>
4. National Association for the Education of Young Children (NAEYC): <http://www.naeyc.org/>
5. The National Coalition for Education and Cultural Programs (NCECP): <http://www.ncecp.org/>
6. Other entities, as approved by EEC

Alternative Early Childhood Training Program:

A post-secondary early childhood teacher training program, approved by the Department, which includes both academic study in the required categories and at least one practicum as defined below. (See page 13 for categories of study)

Practicum:

A minimum of 150 hours, over at least an eight week period, of direct work with infants and toddlers or preschoolers, supervised by personnel from an institution of higher learning or an alternative early childhood training program, with at least three site visits, including conferences, and placement with a lead teacher qualified staff member. Responsibilities of the student intern shall include program planning, parent relations, and management of the whole group for a portion of the placement. The practicum must be with the appropriate chronological or developmental age to qualify staff to work with the corresponding age group. One practicum may substitute for nine months of work experience.

Related Field of Study:

A program at an accredited institution of higher learning which includes the study of care giving, development, education, health care, or psychology of children, birth to eight years of age, or provision of direct services to children and their families.

Work Experience:

Supervised experience in providing direct care and teaching during all types of program activities to a group of children, under seven years of age, and not yet enrolled in first grade, or to children up to age 16 with special needs. Work experience of at least 12 hours per week on a regular basis in periods of at least four weeks in one program will be considered full time experience. Work experience of less than 12 hours per week will be counted as follows:

- 10 hours of per week for 5 consecutive weeks at one program is equivalent to one month of work experience.
- All work experience(whether paid or unpaid) must be supervised by a lead teacher qualified staff and must include at least monthly supervision meetings which have been documented. [See staff supervision requirements 606 CMR 7.09 (17)(b) &(c)]
- Work experience must be in a licensed group child care program, family child care home. (Exceptions for experience in programs not licensed by the Department may be made on a case-by case basis).

**APPENDIX: Summary of Qualifications**

This is a summary of qualifications. More detailed and complete information is located on pg. 10, 11, 12 of this document to help you determine your qualification level

To Be a:	You Need: Education	You Need: Work Experience
Teacher	3 credits in Child Development	9 months of experience
Lead Teacher	3 credits in Child Development plus: 9 credits in three different categories of study within Early Childhood Education. (a total of 12 credits in Early Childhood Education in four different categories of study).	A Total of: 36 months of experience if you have a high school diploma, or 27 months of experience if you have an EEC certificate or an associate's degree in an unrelated field, or 18 months of experience if you have an associate's degree in a related field or a bachelor's degree in an unrelated field, or 9 months of experience if you have a bachelor's degree in a related field.
Director 1	The above Lead Teacher Requirements plus: 2 college credits in Child Care Administration <u>and</u> 2 additional college credits in Early Childhood Education	The above Lead Teacher Requirements plus: 6 months as a Lead Teacher
Director II	The above Director 1 Requirements plus: 2 college credits in other Administration Topics (see "Education Needed" on page 12)	No Additional Work Experience



Level 1: Teacher, Infant-Toddler and/or Preschool

Education Needed:

- You must have a high school diploma (or be at least 21 years of age); and,
- You must have completed a three-credit college course(from an accredited college) in Child Growth and Development.

This course may also be called Child Psychology or Developmental Psychology. However, the course description will be reviewed to determine if it meets the criteria for child growth and development birth to age 8 or 12.

Course Substitutions:

- Child Development Associate Credential (CDA)
- Graduation from an approved 2-year high school child care program in Massachusetts since 1989 with a recommendation letter from the high school program director, a copy of your high school diploma and transcript.

Other courses may substitute if a course description is sent with the transcript that shows the course was about child growth and development, birth to age 8 or 12.

Courses that will NOT Substitute:

- Introduction to Psychology, Human Growth and Development Through the Lifespan, or Developmental Psychology Across the Lifespan

Work Experience Needed:

- You must have 9 months of supervised work experience
- To qualify for both infant-toddler and preschool teacher you must have at least 3 months of work experience with each age group or a supervised practicum with the appropriate age group for which college credit was earned

Work experience in a mixed toddler/preschool group counts towards both infant-toddler and preschool certification

- 50 hours of consistent work at one program is equivalent to one month of work experience.
- Work experience must be at least 12 hours per week for 4 weeks in one program with one group of children to count as one month of experience.

Occasional substitute teaching does not count. However, a “permanent” substitute position at one center will be counted.

Experience Substitutions:

- An associate’s or bachelor’s degree in early childhood education or a related field will substitute for 6 months of the required experience
- A bachelor’s degree in an unrelated field will substitute for 3 months of required work experience
- For Infant-Toddler Teacher, 1 CEU (10 hours of instruction) in Infant and Toddler Development, Care and/or Program Planning may substitute for 3 months of required work experience.



Level 2: Lead Teacher, Infant-Toddler and/or Preschool

Education needed:

- You must have three credits in Child Growth and Development and;
- You must have completed 9 additional college credits in three categories of study in Early Childhood Education (other than Child Growth and Development) including:
 - 3 college credits in early childhood curriculum, program planning or behavior management (for lead teacher-preschool level), and/or
 - 3 college credits in infant-toddler care and education (for infant-toddler lead teacher certification).
 - The other credits may be in other early childhood education categories of study except Child Care Administration (See pg.13 for categories of study).

Education Substitutions:

- A Child Development Associate (CDA) Credential substitutes for the education requirements for lead teacher.
- Continuing Education Units (CEU's) may substitute for college credit. Up to 4 CEU's may be used to substitute for one 3 credit course.
-
- If you submit a Montessori Certificate, you must also show a transcript for completion of Child Growth and Development. The Montessori certificate must be an original.
- K-3 Certification for Children with Special Needs from the Department of Elementary and Secondary Education will qualify an individual as Lead Teacher Preschool.

Work Experience Needed:

- The number of months of experience is determined by the degree that you hold:
 - 36 months of experience if you have a High School Diploma or G.E.D.
 - 27 months of experience if you have a Certificate Program such as a CDA, community college or Montessori credential
 - 18 months of experience if you have an Associate's degree in Early Childhood Education or a related field
 - 27 months of experience if you have an Associate's degree in an unrelated field
 - 18 months of experience if you have a Bachelor's or advanced degree in an unrelated field
 - 9 months of experience if you have a Bachelor's or advanced degree in Early Childhood Education or a related field

If the date of your degree award is not on your transcript, please also submit a copy of your diploma.

Work Experience Substitutions:

- A practicum, also called "student teaching", substitutes for 9 months of work experience. Credit for the practicum must be verified by the transcript **and** a practicum verification form signed by the college supervisor.
- A pre-practicum, also called "field work" is **not** considered a full student teaching experience and does not count towards work experience.



Level 3: Director I and Director II

Director I Education Needed:

- Meet the education requirements for a Lead Teacher and:
 - Complete an additional 2 college credits or 3 CEU's in Child Care Administration
 - Complete an additional 2 credits or 3 CEU's in Early Childhood Education, in a category of study other than Child Care Administration (A total of 16 credits)

Director II Education Needed:

- Meet the education requirement for Director I and:
 - Completed an additional 2 college credits or 3 CEU's in Policy Management, Supervision, Families and Communities, Child Care Policy, Health and Safety in Early Childhood Programs, or Children with Disabilities (A total of 18 credits)

Director I Work Experience Needed:

- You must meet the work experience requirement for a Lead Teacher and:
- You must have an additional 6 months of work experience as a Lead Teacher.

Director II Work Experience Needed:

- No additional work experience is needed for Director II certification if Director I work experience is already met.



APPENDIX: Categories of Study Required for Certification

- Categories of study must be met with credits from an accredited institution of higher learning, alternative early childhood training program or with Continuing Education Unit (CEUs).
- 4 CEUs in the same category of study are equal to 3 credits; 3 CEUs in the same category of study are equal to 2 credits.
- CEUs *will not* be accepted for Child Growth and Development; this must be a 3 credit course.
- No more than 3 of the required 12 credits for lead teacher certification may be met with CEUs.

The study of Early Childhood Education is categorized as follows:

1. Child Growth and Development, Birth – Eight Years
2. Planning Programs and Environments for Young Children
3. Curriculum for Early Childhood Settings
4. Child and Classroom Management
5. Advanced or Specialized Early Childhood Education or Development
6. Children with Special Needs, Birth- 16 years
7. Infant and Toddler Development, Care, and Program Planning
8. Health and Safety in Early Childhood
9. Families and Community
10. Child Care Policy
11. Supervision or Staff Development in Early Childhood Education
12. Child Observation, Documentation and Assessment
13. Child Care Administration

Before you take a course, contact the college to verify that the course will meet EEC requirements. Courses must be from an accredited college. For more information and a list of accredited colleges, please visit:

<http://www.ope.ed.gov/accreditation/>

Please note that colleges from foreign countries must be accredited in that country.

Massachusetts Colleges Online (MCO)

Massachusetts Colleges Online (MCO) is a consortium of the 15 community colleges and 9 state colleges of Massachusetts. The institutions have joined to share their convenient and flexible online courses and programs with students throughout the state and beyond. Here is a link to their website:

<http://www.mco.mass.edu/colleges.jsp>



APPENDIX: Common Questions

How can I gain experience if I cannot get certified to work in a licensed center?

Work experience can be obtained as an assistant teacher or classroom aide, either paid or volunteer, as long as you receive regular supervision by a lead teacher.

How can my experience as a family child care educator count towards certification?

Your work as a family child care educator can count if your experience was supervised by a Director or lead teacher who observes you caring for children and meets with you to discuss the observations. Supervision visits must be made at least every other month, over a nine month period of time.

Will my work experience as a nanny, babysitter, Sunday school teacher, or working in a play group count towards certification?

No. Only experience at licensed child care centers, licensed family child care homes, preschools, public or private kindergartens or equivalent programs count towards certification.

The center where I worked in Massachusetts is closed. How can I get verification of my work experience?

If the center that closed was in Massachusetts, you can write a statement about the work experience, sign it under penalty of perjury, and have the statement notarized.

If I apply for a certification, but am qualified for something higher, will I receive the higher certificate?

You will receive the highest certification for which you are qualified based on the documents you submit. If you apply for higher certification than your documentation supports you will also receive a letter of explanation with the appropriate certificate.

Does my work experience count if I work in a program routinely, but do not work every day?

50 hours of consistent work at one program is equivalent to one month of work experience. Work experience must be in a licensed group child care center, family child care home or equivalent program accepted by EEC.

If I apply for a certification, but am not qualified, how will I know what I need in order to complete my application?

You will receive a letter stating that your certification is incomplete with a detailed request for additional information. Your original transcripts and application will be returned to you with the incomplete letter. You will need to re-submit all of the documents with your additional information when you reapply for your certification.

How long will it take to receive my certificate?

It depends on whether your application is complete. You should expect to receive either your certificate or a detailed letter explaining what additional documentation is necessary within two weeks from the day EEC received your application if your documentation is from the United States. If your documentation is from a country outside the U.S., your application review will take longer. You may check on line for the date your application was received.



APPENDIX: EEC Educator and Provider Regional Partnerships

EEC envisions a workforce development system that is accessible to all educators throughout the state; professional development offerings that are interconnected but occur at statewide, regional, and local levels; and core functions that are available statewide with access points that contribute unique functions, key partners, linkages and pathways to the system. The EPS grant focuses on 3 core areas of professional development: Educator and Provider Planning, Coaching and Mentoring, and Competency Development. Through this grant EEC is supporting the pathways that lead educators to degree attainment and increased competency and support providers (programs) in attaining and maintaining accreditation and upward movement on QRIS. More specifically EEC is supporting:

Educator and Provider Planning

***Goal:** To implement professional development pathways for educators and providers (programs) in the mixed delivery system regardless of setting, age group, and position level. The development of individualized pathways should include an assessment of individual educators' knowledge, skills, and abilities (competencies) and a plan that reflects individual experience expertise, and self identified goals. Pathways for educators should include individualized professional development plans that begin by addressing basic academic needs and achieving a credential or certificate through the attainment of a college degree. Pathways for providers should include supports to increase program quality through attaining and maintaining accreditation and upward movement in the QRIS system.*

Competency development is reflected through professional development that addresses theory to practice, utilizes reflection, addresses individual educator and provider needs, aligns with EEC Core Competencies and ESE Curriculum Frameworks, and supports the use of environmental rating scales and evidenced-based assessments. Increased competency leads to the attainment of a degree, certificate, or credential, accreditation, and upward movement on QRIS.

Coaching and Mentoring

***Goal:** To empower and support educators and providers to make informed and appropriate educational choices that advance professional growth by delivering professional development services that address individual career and academic counseling and providing successful coaching and mentoring services that support educator and provider individual goals and recognizes the varied levels of support necessary for educators and providers to succeed.*

Core Goals

Educators are supported to increase competency and earn a degree, certificate, or credential in ECE or related field.

Educators have access to the resources and supports (coaching and mentoring) to develop an IPDP, set and achieve professional and academic goals.

Providers receive supports and resources to achieve and maintain accreditation. Providers are supported in upward movement on QRIS system.

Educators and Providers are working on specific activities based on a plan to obtain one of the core goals listed above.

Contact the EPS Regional Partnership in your area:

To learn more about the professional development opportunities that are available to you such as college or CEU courses and career and academic advising contact:

Western MA: Preschool Enrichment Team, Inc. 174 Brush Hill Avenue, Room 302, West Springfield, MA 01089
(Region 1) Carol Venancio: 413-736-3900 or cvenancio@preschoolenrichmentteam.org
Central MA: Family Services Organization of Worcester, 31 Harvard Street, Worcester, MA 01609
(Region 2) Joanne Gravell: 508-757-1503 x211 or jgravell@cccfscom.org
Northeast MA: North Shore Community College, 1 Ferncroft Road LE-217, Danvers, MA 01923
(Region 3): Kathy Gallo: 781-593-6722 X6249 or kgallo@northshore.edu
Southeast MA: Child Development and Education, Inc. 231 Main Street, Suite 201, Brockton, MA 02301
(Region 5): Elizabeth A. Reedy, 508-369-3673 or seepp@cdedu.us
Metro Boston: ABCD, Inc, 178 Tremont Street Boston, MA 02111
(Region 6) Carla Seymour: 617-348-6314 or carla.seymour@bostonabcd.org



APPENDIX: Other Important and Related EEC Information

Professional Qualifications Registry:

Registration is required for EEC-licensed center-based programs and family child care homes to comply with the regulations and access professional development resources. Educators in programs not subject to EEC licensure that are participating in EEC's Quality Rating Improvement system (QRIS) pilot also need to register. If you are working in early education or out-of-school time and have not registered yet, you can do so today at:

<https://www.eec.state.ma.us/PQRegistry/>

<https://www.eec.state.ma.us/pqregistry/UserInstructionsforEducators.pdf>

<https://www.eec.state.ma.us/pqregistry/UserInstructionsForPrograms.pdf>

Quality Rating and Improvement System (QRIS):

A Quality Rating & Improvement System (QRIS) is a method to assess, improve, and communicate the level of quality in early care & education and after-school settings. (*Stair Steps to Quality, United Way Success by Six, p. 4*) QRIS are similar to other consumer rating systems, in that they "rate" goods or services to provide customers with a better understanding about the quality of that item. Programs that employ educators with degrees have the potential for a higher rating on the improvement scale. EEC launched the provisional QRIS standards in March 2010. 850 programs across the state are now engaged in the pilot process. The QRIS pilot will allow EEC to learn more about how the rating process works and make informed decisions regarding necessary enhancements prior to full implementation scheduled for January 2011. For more information visit:

<http://www.mass.gov/?pageID=eoesubtopic&L=3&L0=Home&L1=Early+Education+and+Care&L2=Quality+Standards&sid=Eeoe>

EEC Core Competencies:

The 8 core competency areas and subcategories reflect the knowledge, skills, and dispositions necessary for all educators, youth workers, and administrators working in the early education and care and out-of-school time field. Professional development opportunities sponsored by EEC align with core competency areas. For more information visit:

http://www.eec.state.ma.us/docs1/prof_devel/core_comp_packet.pdf

Professional Development Requirements:

The EEC Licensing Regulations require educators to participate in professional development activities. There are different requirements based on the type of program the educators work in. For details and information about the requirements for each type of program, please visit

<http://www.mass.gov/?pageID=edusubtopic&L=5&L0=Home&L1=Pre+K+->

[+Grade+12&L2=Early+Education+and+Care&L3=Laws%2c+Regulations%2c+and+Policies&L4=2010+Family%2c+Group+and+School+Age+Child+Care+Regulations&sid=Eoedu](http://www.mass.gov/?pageID=edusubtopic&L=5&L0=Home&L1=Pre+K+-+Grade+12&L2=Early+Education+and+Care&L3=Laws%2c+Regulations%2c+and+Policies&L4=2010+Family%2c+Group+and+School+Age+Child+Care+Regulations&sid=Eoedu)

Professional Development Calendar:

Search EEC's online calendar to find professional development opportunities in your area or across the state that meet your needs! The professional development calendar serves as a centralized source of information on courses and training for all educators and licensees in MA. www.eec.state.ma.us/ProfessionalDevelopment/WebFindTraining.aspx

Early Childhood Educators Scholarship Program:

The *Early childhood Educators Scholarship Program* was funded as a pilot initiative by the Legislature for the purpose of increasing the quality and availability of educators to work with young children and youth in inclusive settings including infant/toddler, preschool and school age programs. The scholarship is designed to provide financial assistance for currently employed early childhood and out of school time educators who enroll in an associate or bachelor degree program in Early Childhood Education or related programs. For more information please go to the EEC website at:

<http://www.osfa.mass.edu/default.asp?page=ecscholarship>